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## Middle manager's innovative work behavior and their social network position

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Propositions belonging to the thesis

**Middle manager's innovative work behavior and their social network position**

A search on slippery ice

Tjeerd Zandberg

1. Students scoring high on conscientiousness have a stronger tendency towards personal initiative. (This thesis, chapter 3)
2. Students' personal social network structure does not influence their personal initiative. (This thesis, chapter 3)
3. Middle managers' personal social network structure does not influence their innovative work behavior. (This thesis, chapter 4)
4. Middle managers' autonomy is neither a necessary nor a sufficient condition for their innovative work behavior. (This thesis, chapter 4)
5. Public managers' networking behavior positively influences their innovative work behavior. (This thesis, chapter 5)
6. The impact of public managers' networking behavior on innovative work behavior is stronger in performance driven environments. (This thesis, chapter 5)
7. Actors for which important variables have not been observed, should not be excluded from the analyses when estimating longitudinal network models. (This thesis, chapter 2)